

CULVER CITY EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE

REGULAR MEETING OF THE
CULVER CITY EQUITY AND
HUMAN RELATIONS ADVISORY COMMITTEE
CULVER CITY, CALIFORNIA

February 22, 2022
7:00 P.M.

Call To Order & Roll Call

Chair Rona called the regular meeting of the Culver City Equity and Human Relations Advisory Committee to order at 7:00 P.M. via WebEx.

Members Present: Rebecca Rona, Chair
Carlos Valverde, Vice Chair
Samia Bano, Member
Michelle Dennis, Member*
Anissa Di Vincente, Member
London McBride, Member**
Haifaa Moammar, Member
Jared Morgan, Member***

*Member McBride joined the meeting at 7:09 P.M.

**Member Dennis left the meeting at 10:13 P.M.

***Member Morgan lost connection at 10:19 P.M.

Staff Present: Lisa Vidra, Assistant City Attorney
Stephanie Condran, Human Resources Analyst

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Pledge of Allegiance

Member Dennis led the Pledge of Allegiance.

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Items from Committee Members

Chair Rona introduced staff.

Member Morgan reported discussion with Member McBride and City staff regarding setting new goals for the Poverty, Economic Diversity, and Equity Conversation Subcommittee.

Member Moammar recommended investigating the website for the Equal Employment Opportunity Commission at www.eeoc.gov noting an upcoming free presentation on February 24 regarding equity in the workforce, and she reported an upcoming meeting with Members Morgan and Di Vincente to identify candidates for the Equity and Human Relations Award to present to the Committee at the March meeting.

Member Di Vincente provided an update on the Childhood Equity and Trauma Movie Screening event planned for September 25; discussed costs to use the Robert Frost Auditorium; availability; and pros and cons of the venue.

Discussion ensued between staff and Committee Members regarding the Joint Use Agreement.

Member Dennis discussed information released by the Gallup Organization regarding percentage of the United States population that identifies as Lesbian, Gay, Bisexual, Transgender, and Queer or Gender Non-Binary (LGBTQ); people born between 1997-2003; natural percentages; the importance of the data to policymakers; and ensuring equity for the sizable portion of the population.

Member Bano provided an update on the Asian American Storytelling event; discussed outreach to secure speakers; interest; work moving forward on the Bystander Intervention Education document; and she indicated that she was unable to attend the February Parks, Recreation and Community Services Commission meeting.

Member McBride joined the meeting.

Vice Chair Valverde reported that high school students had been trained to be facilitators in breakout groups to discuss interconnectedness at the recent Unity and Diversity Picnic; he noted the importance of intercultural dialogue; discussed the planning team working to bring people together to create intercultural dialogue; and he indicated that the next Picnic

would be on April 16 at Lindberg Park at 2:00 P.M., noting that the changing location was intended to promote engagement throughout the City.

Chair Rona reported plans to speak with the City Manager regarding issues with Webex.

Member McBride indicated nothing to report.

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Public Comment - Items NOT On the Agenda

Chair Rona discussed procedures for making public comment.

The following member of the public addressed the Committee:

Lizbeth Mendez reported being appointed to the Advisory Committee on Housing and Homelessness (ACHH) noting that she had appreciated the opportunity to serve on the Equity and Human Relations Advisory Committee (EHRAC).

Chair Rona reported hearing Ms. Mendez speak to the City Council when applying to serve on the ACHH in May 2021 and she expressed gratitude for her service to the EHRAC.

Committee Members congratulated Ms. Mendez; expressed appreciation for her work on the EHRAC and on the Subcommittees; and noted that the City was fortunate to have her.

Member Moammar suggested that Ms. Mendez act as liaison to the EHRAC.

Chair Rona discussed procedures for public speaking and Committee response.

Denise Renteria expressed gratitude to the Committee and the City for making portions of the website available in Spanish and she asked what language would be next to serve the diverse City.

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Receipt of Correspondence

Stephanie Condran, Human Resources Analyst, reported that no correspondence had been received.

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Consent Calendar Items

Item C-1

Approval of Minutes for the Regular Meeting of January 25, 2022

Lisa Vidra, Assistant City Attorney, noted that she had alerted staff to two typographical errors in the minutes and her title had been incorrectly noted as Assistant Attorney.

Stephanie Condran, Human Resources Analyst, agreed to correct Ms. Vidra's title and to correct a misspelling of individuals toward the bottom of page 5 and of anti-Semitic on page 2.

MOVED BY MEMBER MOAMMAR, SECONDED BY MEMBER DI VINCENTE AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE MINUTES FOR THE REGULAR MEETING OF JANUARY 25, 2022 AS AMENDED.

Chair Rona expressed appreciation for the recap of subcommittee activities in the meeting minutes.

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Order of the Agenda

No changes were made.

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Action Items

Item A-1

(1) Discussion of the Draft Written Report to City Council Regarding Accomplishments under the Equity and Human Relations Advisory Committee Workplan; (2) Authorize Transmittal of the Report to City Council

Stephanie Condran, Human Resources Analyst, provided a summary from the material of record.

Discussion ensued between staff and Committee Members regarding the deadline for submittal; required action; providing ample time to review the document before consideration; standard procedures for providing staff reports and the agenda to Committee Members; the first meeting of the Committee in July 2020; clarifying the timeframe covered in the opening paragraph of the first report to the City Council; corrections, additions, and changes to wording for the 2021 accomplishments in the staff report; dates, presenters, participants, and the summaries of programs and events held; including development and approval of the workplan in the accomplishments as well as establishing ad hoc subcommittees to implement the workplan; attaching the workplan for Fiscal Year 2021-2022 to the staff report; indicating that hereafter there would be a report to the City Council every six months; the community survey; the website; lack of federal recognition for the Tongva people; murders of transgender people in the last year; student participation; creation of recommended civil discourse guidelines; adding Google Translate to the City-website; providing greater access to the Spanish-speaking community; agreed upon language regarding subcommittee accomplishments; discrimination and harassment complaint forms on the City website; the Equity and Human Relations Award and Medallion; and creation and distribution of an informational flyer at Fiesta La Ballona.

Additional discussion ensued between staff and Committee Members regarding the 2022 workplan; carrying over items to the new workplan; reiterating items from the bylaws; expressing the enthusiasm of the Committee to create and execute the workplan for the coming fiscal year; agreed upon wording for prioritized efforts; promoting an appreciation of diverse peoples; changes to the focus of the Historical Monuments Subcommittee; instances where the EHRAC was

discouraged from collaborating with other Committees and Commissions when experiencing overlapping goals; Brown Act concerns; providing liaisons to various City Commissions, Boards and Committees; Diversity Awareness Projects; exploring opportunities to address inequity in the City; clarification that the Committee provided comment on places to focus, but that comment did not constitute the entire workplan; staffing; standard language regarding the fiscal analysis; the report title; length of the document; and format.

MOVED BY MEMBER DENNIS, SECONDED BY MEMBER MCBRIDE AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE (EHRAC):

1. APPROVE THE FINAL REPORT OF THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE'S ACHIEVEMENTS AS DRAFTED BY STAFF AND REVISED BY THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE
2. AUTHORIZE TRANSMITTAL TO CITY COUNCIL.

Additional discussion ensued between staff and Committee Members regarding accessing attachments to the staff reports and staff agreement to include staff reports as separate attachments to email sent to Committee Members in addition to the agenda packet.

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Item A-2

(1) Discussion of the Report from the Listen and Learn Ad Hoc Subcommittee; (2) Consider Approval of the Report's Recommendations, Including Adding a Third Member to the Subcommittee, and Determine Next Steps; and (3) Provide Direction to Staff if Deemed Appropriate

Vice Chair Valverde discussed the Spanish/English survey distributed at Fiesta La Ballona to gain input from the Spanish speaking community regarding types of information they would be interested in knowing; number of surveys received; lack of a representative sample from the community; interest in having some services provided in Spanish; the surprising number of respondents who wanted to see City communications in English; interest in a tour of City facilities in Spanish; and the need for discussion with the

Subcommittee to examine results and look at the best course of action.

Discussion ensued between staff and Committee Members regarding a suggestion to distribute the survey to the public via email and social media; whether the survey indicates the primary language spoken by the respondent; providing greater access in Spanish; those who want to see more presence from the Latino community; interaction between Culver City employees and the Spanish community; and increasing the number of survey respondents.

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Item A-3

(1) Discussion of the Report from the Historical Monuments Ad Hoc Subcommittee; (2) Consider Approval of the Report's Recommendations, Including Changing the Name of the Ad Hoc Subcommittee, and Determine Next Steps; and (3) Provide Direction to Staff if Deemed Appropriate

Vice Chair Valverde reported on the most recent meeting of the Historical Monuments Ad Hoc Subcommittee; discussed understanding people of various backgrounds in the City; going beyond historical markers; placing the focus of the Subcommittee on projects that bring about cultural awareness; the actions of other cities; creating Cultural Awareness Stations; locations highlighting the cultural diversity of the City; bringing awareness to Kunisawa Farm, where the High School now stands; internment of the family; beginning the work of the Subcommittee with creation of a marker for the Kunisawa Farm; he presented an example of a marker in Hollywood; and he indicated that the Subcommittee wanted their name changed from the Historical Monuments Ad Hoc Subcommittee to the Cultural Awareness Project Ad Hoc Subcommittee with the Kunisawa Farm historical marker as the first project.

Discussion ensued between staff and Committee Members regarding use of a QR code in the marker; the Historical Society walking tour; use of the markers to highlight cultural diversity; encouragement for subcommittees to meet with staff while working on their projects; coordination with the Public Works Department; the need for City Council approval; preventing miscommunication; allowing for an opportunity to receive feedback from the community; use of

liaisons with existing committees; and providing a community class so that people can learn about the history of the City.

MOVED BY VICE CHAIR VALVERDE AND SECONDED BY MEMBER MOAMMAR THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: CHANGE THE NAME OF THE HISTORICAL MONUMENTS AD HOC SUBCOMMITTEE TO THE DIVERSITY AWARENESS PROJECTS AD HOC SUBCOMMITTEE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, DENNIS, DI VINCENTE, MCBRIDE, MOAMMAR, RONA,
VALVERDE
NOES: NONE
ABSENT: MORGAN

Chair Rona indicated that Member Morgan had stepped away for a moment and could not participate in the vote.

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Item A-4

(1) Discussion on Changing Labor Representative Seat from a One-Year to a Two-Year Term; (2) Determine Next Steps; and (3) Provide Direction to Staff as Deemed Appropriate

Discussion ensued between staff and Committee Members regarding the value of changing the term for the Labor Representative from one year to two years; allowing enough time to complete projects; experience and institutional memory; changing the term to three years to be in line with the other Committee Members; providing continuity; support for a two-year term; allowing different groups to rotate in and out; providing flexibility; the staggered terms; partial terms; making a request for two complete terms; consistency with other bodies; requesting an exception; consideration of the seat rather than the incumbent; reasons for including a Labor Representative; formation of the Committee; similar positions on other committees; the charge of the Committee; valuable perspective provided by the Labor Representative; opportunities to identify issues of equity; consistency; consultation with other Labor groups; moving the process forward quickly; whether there is a unique function of the Labor position in the EHRAC; major contributions from the current Member; expectation of the role moving forward; consultation with the City Council Equity Subcommittee

regarding the intent of the role of the position when it was created; and agreement to defer the discussion to the March EHRAC meeting pending information gathering by staff.

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Public Comment - Items NOT On the Agenda

Chair Rona invited public comment.

Stephanie Condran, Human Resources Analyst, reported that no public comment had been received.

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Items from Equity and Human Relations Advisory Committee Members

Discussion ensued between staff and Committee Members regarding timing of the Youth application; outreach; City Council discussion of in-person meetings; Brown Act Rules; interim rules; encouragement for Members to address the City Council during the Public Comment period to share concerns; limitations in the ability to social distance with in-person meetings; and length of meetings.

Member Dennis exited the meeting.

Discussion ensued between staff and Committee Members with Committee consensus achieved to agendize reports at the March EHRAC meeting from the Asian Storytelling Ad Hoc Subcommittee, the Childhood Equity Movie Screening Ad Hoc Subcommittee, the Educational Materials Ad Hoc Subcommittee for the Bystander Intervention document, a report from the Community Contributions Ad Hoc Subcommittee to move the awards process forward, and an agenda item to revisit the discussion of the Labor Representative position.

Additional discussion ensued between staff and Committee Members regarding creation of an Equity Ad Hoc Subcommittee to discuss means to bring about greater equity; the overall mission of the Committee; the current workplan; creation of a specific task within a specific timeframe; a suggestion to agendize a specific discussion regarding areas of inequity at the March meeting; and length of the discussion for the heavy subject during a meeting with an already full agenda.

At 10:19 P.M., several Committee Members and staff experienced technical difficulties and the meeting was disrupted for a short time.

Member Morgan was disconnected and did not rejoin the meeting.

Further discussion ensued between staff and Committee Members regarding clarification that an ad hoc subcommittee was not necessary to consider an overall discussion of equity in the City; a suggestion to begin the discussion at the end of the March meeting and carry it over to the next meeting if necessary; framing the discussion in the context of the workplan for 2023; the ability to take action on new workplan items; tasks under each category; development of subcommittees to address tasks in the workplan; consideration of the new workplan; meeting schedule; the value of input from the Labor Representative; Committee consensus to begin consideration of the workplan in March; previous agreement to agendize a report of recommended Civil Discourse Guidelines to be considered by the full Committee for March; allowing the opportunity to fill seats left vacant on subcommittees with the departure of Member Mendez; prioritizing and limiting the number of action items for March; clarification that the Storytelling report would require an action and therefore could not be made under Items from Members; agreement to defer the Childhood Equity item and instead consider creation of an ad hoc subcommittee to facilitate another Juneteenth celebration; deferring consideration of the 2022 workplan to the April meeting; and Committee consensus was achieved for March agenda items to include consideration of a report from the Asian Storytelling Ad Hoc Subcommittee, the Educational Materials Ad Hoc Subcommittee for the Bystander Intervention document, a report from the Community Contributions Ad Hoc Subcommittee to move the awards process forward, an agenda item to revisit the discussion of the Labor Representative position, and to defer the Childhood Equity item and instead consider creation of an ad hoc subcommittee to facilitate another Juneteenth celebration.

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Items from Staff

Stephanie Condran, Human Resources Analyst, requested that ad hoc subcommittees presenting on the March agenda provide reports to staff by next week or the week after to allow time

for review and revisions, and she requested that each ad hoc subcommittee schedule a time to meet with staff before the next meeting to allow for a clear understanding of the report provided, expectations in the meeting, and goals and objectives of the report.

Discussion ensued between staff and Committee Members regarding staff assistance to the subcommittee in report preparation; the timeframe for communication with staff between meetings; allowing for the exchange of information and ideas between Members and staff; time commitment; clarification that it is not mandatory for subcommittee members to meet with staff; submission of a draft report to staff; ensuring that reports are in alignment with the work of the full Committee; and appreciation to staff and Committee Members for their efforts.

Member Moammar reported that her mother had passed away on January 30; she discussed remembrances, healing and closure; and she encouraged those with their parents to hug and cherish them.

MOVED BY CHAIR RONA AND SECONDED BY VICE CHAIR VALVERDE THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE ADJOURN IN MEMORY OF MEMBER MOAMMAR'S MOTHER.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, DI VINCENTE, MCBRIDE, MOAMMAR, RONA,
VALVERDE
NOES: NONE
ABSENT: DENNIS, MORGAN

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Adjournment

There being no further business, at 10:47 P.M., the Equity and Human Relations Advisory Committee adjourned in memory of Member Moammar's mother to Tuesday, March 22, 2022.

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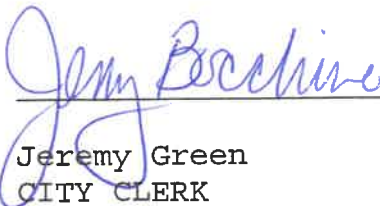
Steven V. Pham
SECRETARY of the Culver City Equity and Human Relations
Advisory Committee
Culver City, California

APPROVED



Rebecca Rona
CHAIR of the Culver City Equity and Human Relations
Advisory Committee
Culver City, California

I declare under penalty of perjury under the laws of the State of California that, on the date below written, these minutes were filed in the Office of the City Clerk, Culver City, California and constitute the Official Minutes of said meeting.


Jeremy Green
CITY CLERK
Date